

## **Policies for the Rights of Former and Retired or Resigned Members of UWOFA.**

### **A. Former Members' Right to Representation**

1. Pursuant to its general duty to provide fair representation to Members of its Bargaining Unit(s), UWOFA will represent former Members after their contracts have ended as to any issue which flows directly from events which occurred during the contract period and/or relates to the performance of duties pursuant to that contract.
2. For the purpose of this policy, 'former Member' means a person who was, at the time such issue or issues arose:
  - (i) a member of the Bargaining Unit defined by Certificate 4482-97-R; or
  - (ii) a member of the Bargaining Unit defined by Certificate 3846-03-R; or
  - (iii) a member of clinical faculty in the Faculty of Medicine and Dentistry eligible for membership in UWOFA by virtue of his or her eligibility for membership in the Clinical Teachers' Association of the University of Western Ontario; or
  - (iv) a member of any unit within the University, not otherwise eligible for membership in UWOFA, to whom UWOFA grants eligibility for membership pursuant to Article IV and By-Law #5 of the Constitution.
3. Persons seeking 'former Member' status as defined in 2(iii) and (iv) above shall, if their request is accepted, join UWOFA and pay dues, which will be assessed retroactively to the time at which the event or events giving rise to the need for representation occurred.
4. Former Members seeking representation must bring the matter at issue to UWOFA's attention in a timely and expeditious manner. They must also comply with all applicable time limits and procedural requirements set out in the Collective Agreement. UWOFA may elect not to represent a former Member who fails to meet these obligations

### **B. Miscellaneous Membership Issues**

1. Former Members of UWOFA shall maintain voting rights at Association meetings for one academic year after termination or interruption of employment provided they are otherwise eligible for Membership in the Bargaining Unit.
2. A Member of UWOFA who leaves the Bargaining Unit for an administrative post or for the Board of Governors of the university is reinstated as a Member of UWOFA when he or she returns to the Bargaining Unit.
3. Members of UWOFA on any kind of leave or Long Term Disability shall retain voting rights at Association meetings, voting rights through electronic or mail ballot, and other perquisites of membership, unless and until such leave is made permanent.
4. No person otherwise eligible for membership in UWOFA shall be admitted or re-admitted to membership if they have been fined, suspended, or expelled by UWOFA, until such time as the terms of the fine, suspension, or expulsion have been complied with or until an appeal of same has led to the overturning of the fine, suspension, or expulsion.

Approved

Board – June 5, 2006

General Meeting – June 8, 2006